POM 06 Civilian Workforce Campaign Plan Initiatives

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Pillars of the Plan

Civilian Workforce Campaign Plan
HR Strategic Plan
• Supports President's Management Agenda
• Complies w/DON & DoD HR Management Plans
• Supports Marine Corps Strategy
Succession Plan
• Workforce Shaping
• Recruitment
• Development
• Retention
Leadership
• Civilian Career Advisory Board
• Communities of Interest Leaders & Managers
• Supervisors & Managers of all levels
"Significantly enhances the management of the Civilian Marine workforce"
CMC White Letter Letter No. 01-03 of 7 Jan 2003

Goals of the Civilian Workforce Campaign Plan

- Nurture, build, and grow Civilian Marines
- Provide flexible career opportunities
- Create leaders at all levels
- Improve performance evaluation system
- Strengthen workforce management expertise
- Establish integrated Total Force management approach

Program Objective Memorandum (POM) 06

- Covers FY06 - FY11
- Compete throughout USMC
- Requirements Identified by COI Leaders
- M&RA Advocate for COI Leaders

Civilian Workforce Campaign Plan
POM 06 Initiatives

- Community of Interest Functional/Technical Training
- Participation in Military Formal Schools
- Marine Corps Leadership Development School
- Payment for Academic Degree, Licenses, and other Professional Credentials